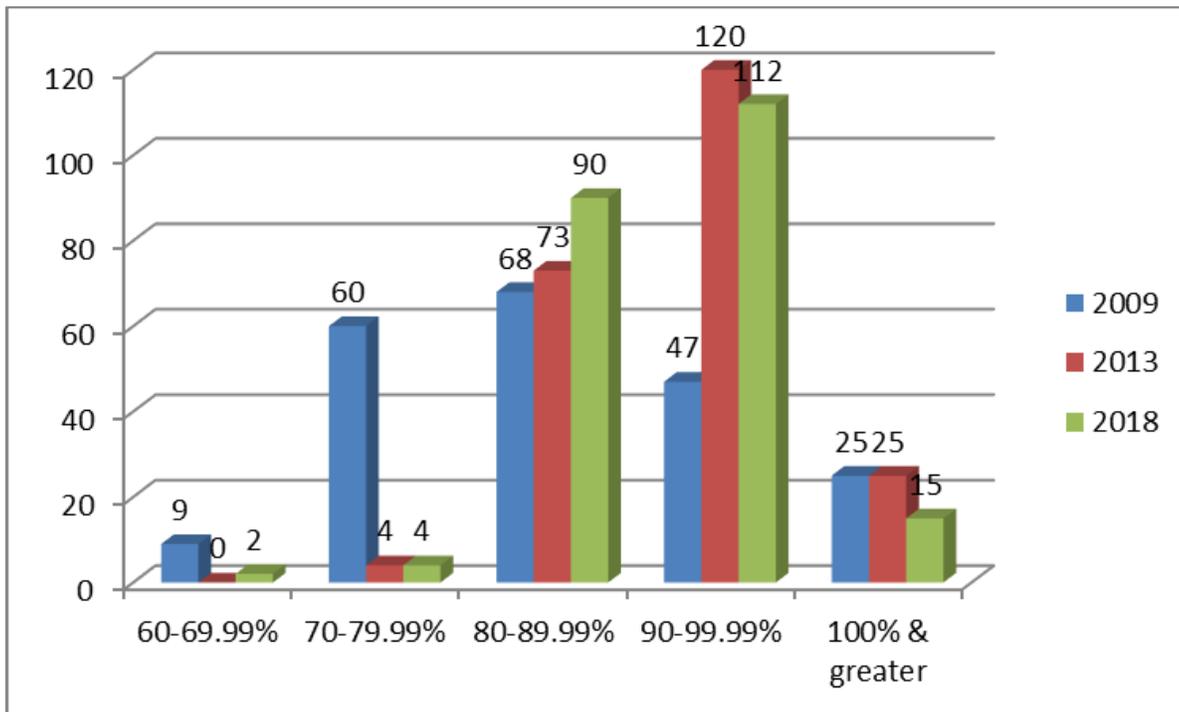


**Board of Trustees
Barton Community College**

December 11, 2018 Board Meeting

When the FY19 Budget was approved, the Board requested that information relating to the possibility of a mid-year increase be presented. Below are a number of options for the Board's consideration:

The graph below shows the number of employees that fall within each Comparatio range for the three years provided.



When the College purchased the Compease system, the intent of the Board was to get all staff employees to mid-point within 5 years. As you can see by the numbers provided, Barton made good progress between 2009 to 2013, but since then the cost of living changes to Compease have outpaced the wage changes. For the most part, our staff are further away from mid-point then they were in 2013.

Possible Options:

- Percentage increase to become effective January 1st. This would apply to the base salary for both Faculty and Staff (regular). Since the increase is for ½ of the year the annual amount that would apply to this budget year would only be a half. Next year, the full annual amount would apply to the budget.

Percent Increase	Full Budget Year	Amount Applied to FY19
0.5%	\$64,200	\$32,100
1.0%	\$128,400	\$64,200
1.5%	\$192,600	\$96,300
2.0%	\$256,800	\$128,400

Recommendation: Approve a midyear increase of 2% to be distributed as a flat increase to all Full and PT regular employees.